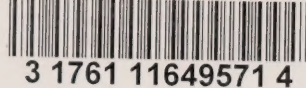


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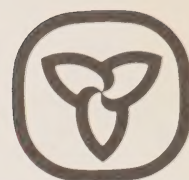
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# NEWSLETTER

MINISTRY OF CORRECTIONAL SERVICES

Minister: Honourable C. J. S. Apps  
Deputy Minister: Don Sinclair

Government  
Publications



Ontario

Vol. 2, No. 1, February 1974

## ONTARIO SEEKS PAROLE AND FUNDING CHANGES

THE Ontario Parole Board will be given the opportunity to assume complete responsibility for parole of all inmates in this Ministry's correctional institutions.

Agreement to alter federal legislation to permit this, along with the abolition of the indeterminate sentence, was announced at the conclusion of the recent Federal-Provincial Conference on Corrections in Ottawa.

The point at which Ontario or any other province undertakes parole jurisdiction will depend upon financial arrangements to be discussed "in the near future."

Both changes were strongly urged by the Hon. C. J. S. Apps, who told the conference that the present parole system is "wasteful, inefficient, uneconomical and confusing..."

He was referring to the involvement of two separate parole boards in decisions affecting inmates in Ontario's correctional institutions. The National Parole Board presently has sole jurisdiction over persons serving definite terms in our institutions. The Ontario Board has jurisdiction only over those serving a combination of definite and indefinite sentences.

This setup, Mr. Apps asserted, "is wasteful of already scarce human resources to deal with the offender. Staff of both Boards are frequently gathering information and completing community investigations on the same case, and interviewing the same prisoner... (resulting in) unnecessary duplication of costly services."

"Clearly," the Minister declared, "continuity of care can best be ensured when the jurisdiction with responsibility for institutional care also has responsibility for parole supervision."

MR. APPS also led an attack on a 1969 provision of the Canada Assistance Plan under which cost-sharing is provided for juvenile institutions only when they are operated by welfare authorities. Ontario and New Brunswick have been excluded from such funding because their training schools are operated by correctional authorities.

Mr. Apps called for an end to this "totally unjust and discriminatory" situation.

Both the Federal Minister of National Health and Welfare and the Solicitor General of Canada agreed to consider interim legislation to resolve this problem and promised to provide the provinces with an answer by March 31, 1974.

In addition to introducing the topics of Parole and Cost-Sharing for Juvenile Programs Mr. Apps called, in his opening statement, for action on a number of fronts. He recommended that "the highest priority" be given to staff training and career development, and that national standards for correctional staff be established.

The Minister encouraged further development of new resources of

recruitment such as the ex-offender, and proposed that statutory remission be abolished and earned remission increased proportionately.

Mr. Apps said plans are needed to deal effectively and sensibly with a number of emerging issues, including:

- self-styled political prisoners,
- increasing number of women offenders,
- inmate rights, and
- youth preventative services - are they still oriented only to the male?

Many of the topics raised at the Conference will receive further study by committees whose membership includes senior staff of this Ministry.

For excerpts from Mr. Apps remarks and other conference highlights see page 3.



Teacher Rick Court and some of his students from Project D.A.R.E., Portage Lake, stand silhouetted against a wintry sky as they practice compass reading before setting off on a hike through the bush. The D.A.R.E. program offers rugged outdoor activity for boys transferred from other training schools. In addition to classroom instruction Rick teaches field courses in zoology, botany, map reading, etc. He is also heavily involved in the local community and is Troop Scouter for the area.



# People

## John A. Gignac



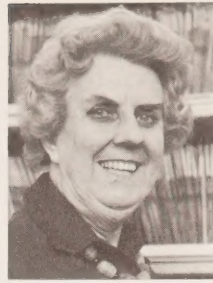
Once John Gignac, Asst. Supt., Windsor Jail, had decided he wanted a windmill he spent every weekend trying to locate one he could persuade the owner to part with. He found that even those farmers who weren't maintaining their windmills wouldn't sell. He checked out more than 50 farms before finding an owner who would sell providing John was going to rebuild and maintain the windmill. Shortly after it was completed a hurricane took the top off it, as well as wrecking trees and tearing down a TV antenna. John was amazed when the insurance company were willing to rebuild the windmill, but gave no compensation for the trees or the antenna. John also refinishes furniture which he picks up at auction sales for his 6 children and 6 grandchildren. He is an avid hunter and fisherman and enjoys trips to the Monteith area. He has been a member of the Goodfellows organization in Windsor for the past 20 years, and for their 1973 annual paper sale he supervised the collecting of \$1,540 by officers at the Windsor Jail to provide Christmas boxes and winter clothing for the needy.

## Brother Aubert Bertrand



Brother Aubert Bertrand travelled 4,000 miles on his 1972 vacation, stopping off at 15 Indian reservations to visit wards and former wards of St. Joseph's School, Alfred. He was accompanied on the camper-trailer trip by another supervisor at the School, Brother Andre Charbonneau. Brother Aubert is affectionately known as "Brother Shoeshop" to the boys who work and take training in the shop he operates for the issuance and repair of boots and shoes. On the wall of the shop hangs one of his prize possessions—a plaque with a figure of a matador given to him by an Indian youth. His keen interest in Native people developed when he first came in contact with boys from the reservations in 1965. He is concerned that the boys do not learn on the reservation how to cope with life in the larger community. This summer Brothers Aubert and Andre are hoping to travel through Northern Ontario by train to visit wards in areas they did not get to on their previous trips.

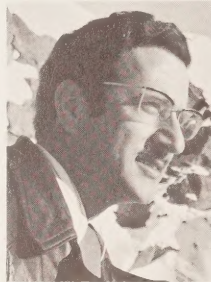
## Audrey Wakelin



If the Ministry ever establishes an award for cheerfulness on the job, Audrey Wakelin will be a prime contender for first prize. She explains her perpetual state of optimism this way: "I've got three kids who give me a lot of satisfaction, a great husband, good health and a satisfying job." As Supervisor of Ward Records, she directs the recording of admissions, training school logs, statistics and the constant updating of 4,500 active files on juvenile wards—a job in which she gets an overview of each ward's progress from the moment he enters into the Ministry's care until wardship is terminated. In addition to her formal duties, Audrey is often up to her arms in cookies and coffee as an organizer and unofficial hostess of staff functions. "I like people and I like food," says Audrey who taught Sunday School for 25 years, is active in Home and School and, along with her husband, Fred, is a baseball, football and bowling enthusiast.

## Pierre-Paul Ferland

Sudbury born Pierre-Paul Ferland is an effervescent, charming man who wins the friendship of his clients with his ebullient personality. In his job as probation and aftercare officer he's often called on for public speaking and he thrives on it.



As he says, he's the "mouth-piece for the office." Pierre is bilingual, gets by in Spanish and Italian, and if Julius Caesar were still around he could converse with him in Latin. He is also an accomplished musician, playing piano, violin, trumpet, accordion, flute and mouth organ. Invite him to a party where there is a piano and he'll play all night. Pierre, his wife Claire, and their two children aged 11 and 3, moved last year to the Valley East area of Sudbury. Along with his son, Pierre is involved in a Soccer League and in a Minor Hockey League—he acts as taxi driver, which generally calls for a very early start, as many a father knows. He's also a director of social activities for the Carol Richard Park Association, where he helps to organize a winter carnival, monthly dances and other recreational activities. The son of an Inco miner, Pierre has a host of relatives in the Sudbury area as his family goes back to the founding of the city. He was transferred to Probation/Aftercare Services on January 1, and having so many family connections will continue to help him obtain jobs for his clients. As he says, "Jobs are very necessary to keep youngsters occupied, and summer jobs are important, too." Pierre has contacts in the French River resort area, and can sometimes get older boys into the construction field (the family again). He works closely with the Welfare Department and with the Psychiatric Unit at Sudbury/Algoma Sanatorium.

## Morley Eadie

Two years ago Morley Eadie made a 140-foot scuba dive into another world. "Boy," he recalls, "is that solitude. The only thing you can hear down there is your own breathing." Scuba diving, skiing and tennis are three of the ways



Morley relaxes from the pressures of working with and worrying about the juveniles he supervises as a Probation and Aftercare Officer at St. John's School in Uxbridge. A graduate of the Social Services Course at Centennial College who did his field work at the Alex G. Brown Clinic, Morley started in aftercare in Toronto where he became directly involved in a teen drop-in centre and two group homes. Morley says that in five years as an aftercare officer, "I've never disliked a kid. There's always something good in them that you can build on." As frustrating as his work is sometimes, "I can't imagine being in another job where I would be as happy as I am in this one." Morley's wife, Jan, shares his interest in sports and children. Formerly an aftercare officer in Hamilton, Jan was recently appointed Deputy Coordinator of the Ministry's Group Homes Branch.

## Vic Villeneuve

Even when you work at the Royal Canadian Mint, as Vic Villeneuve did for two years, they don't give you any free samples of the coins you produce. "You have to order them the same as anyone else," says Vic, the newest member of the Inspection & Standards Branch. As a mint craftsman, he performed all five of the operations—from the smelting through checking for flaws—that go into the production of coins. Coins for collector's sets are never touched by human hands—mint workers handling them wear white gloves. Vic isn't a coin collector himself: "It's too expensive a hobby" (It costs a mint). Vic left his job at the Mint in 1964 to join the Ontario Provincial Police. As a General Duty Officer stationed for nine years at Brechin, near Orillia, he investigated everything from minor traffic offences to three homicides. Vic joined the Ministry as an Inspector last November. He lives in Oshawa with his wife and two children. He likes chess, plays volleyball in a local league and enjoys all other sports.



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# Ministry Staff Appointed to Federal-Provincial Committees

Federal and Provincial Ministers attending the recent Conference On Corrections in Ottawa agreed to make the meeting an annual event.

To ensure the joint development of long-term plans for corrections in Canada, a continuing committee of Deputy Ministers was established. This committee was asked by the conference "to consider ways to deal with the important subject of correctional standards and staff development."

The following is a partial list of other actions taken at the conference and of senior staff of this Ministry named to special committees:

● Mr. Don Mason, Dir. Probation and Parole, Adults, appointed to a committee which is to develop mini-

mum national standards and criteria applicable to the National Parole Board and provincial parole boards. Report to be submitted by March 1, 1974.

● Mr. Harry Garraway, Exec. Dir. Adult Programs, appointed to a committee which will coordinate an exchange of federal and provincial institutional services and act as a forum for consultation on proposed plans and locations of new services and facilities.

● Mr. Don Morrison, Dir. Legal Services, appointed to a committee which will (1) review programs, services and funding arrangements that deal with young persons in conflict with the law, and (2) examine implications of proposals for legislation to

revise the Juvenile Delinquents Act. To report by March 31, 1974.

● Mr. Jim Labelle, Systems Coordinator, appointed to a committee which will plan a conference on criminal information and statistics to be held before the summer of 1974.

● Mr. Glenn Thompson, Asst. Deputy Minister, Operations Div., appointed to a committee to plan for a ministerial conference on Native offenders to be held before the summer of 1974.

● Mr. Bob Fox, Coordinator, Volunteer Programs, will represent our Ministry on the planning committee for a national conference on the subject of community-based residential centres to be convened by the Federal Ministry of the Solicitor General.

## Our Minister at the Corrections Conference

*Excerpts from statements made by the Hon. C. J. S. Apps to the Federal-Provincial Conference on Corrections in Ottawa, December 12, 13, 14, 1973.*

### The Conference

"... the fact that it is some 15 years since a meeting of this nature was last held is an indication of the lack of communication which has existed in the past between the Federal and Provincial Governments in the field of corrections. It is my hope that this meeting marks the end of that era and the beginning of a new one... since I am confident that my colleagues will join me in helping to ensure that a Federal-Provincial conference on corrections is at least an annual event..."



### Staff Salaries and Training

"... I would be surprised – and dismayed – if my colleagues did not join me in giving the highest priority to the area of staff training and career development... The work of the correctional institution administrator has been described as one of the most stressful jobs in this country; the work of the correctional officer has changed from that of being a simple turnkey to being a counselor, motivator, guide, teacher, father figure; he is asked to perform a superhuman task and is not recompensed accordingly. Our expectations and demands on correctional staff today are prodigious and we do them a disservice if we engage them and put them to work without ensuring that they have been adequately trained. While methods of recruitment, selection and training will inevitably differ from one jurisdiction to another, basic standards need to be developed which should apply to all..."

### Community Corrections

"... I am equally concerned with the training of those who work in the community. Parole, probation and temporary absence are only as good as the supervision and counseling which are their essential ingredients. Any planning for the future which is directed at expanding community corrections to the ut-

most consistent with public safety should also be concerned with the particular training needs of those involved in such programs..."

### Hiring Ex-offenders

"We should also work together on developing new sources of recruitment such as the ex-offender. While I can understand why some jurisdictions are hesitant to employ ex-offenders, it has been Ontario's experience – and over the past 5 years we have recruited 157 of them – that they are well-motivated and good workers. I put it to you that we are poor salesmen if we are not prepared to use our own product, particularly since we are busily engaged in exhorting others to do so..."

### Statutory Remission

"... Presently, no offender sentenced to prison serves the term that is imposed. A 4-year sentence means, in effect, 3 years at the most; a 12-month sentence means 9 months at the most. Perhaps the Conference will be prepared to discuss the proposal that statutory remission be abolished and that earned remission be increased proportionately... by doing so we would provide the offender with a very real and positive incentive, something which he has to work for and earn rather than give him something as a right, but a right for which there is no valid rationale..."

### Parole

"... The inmate who is serving a definite sentence of less than two years in an Ontario institution, whose parole is a decision of the National Parole Board cannot help but feel that he is discriminated against when he compares his position to that of the inmate whose sentence combines definite and indeterminate terms whose parole is a decision of the Ontario Parole Board. In the first place he is not automatically considered for parole, he has to make application for consideration. In the second place, he is not given a personal interview by the Board but is only seen by a field staff member who makes his recommendation to the Board. Thirdly, he is not

given reasons why parole has not been granted to him, whereas, in Ontario, the Board gives its reasons verbally to the applicant immediately following his interview. Again in contrast to the procedures followed by the Ontario Board, should he violate conditions of parole, he is not interviewed by the Board before his parole is revoked..."

### Cost-Sharing for Juvenile Programs

"... There is nothing holy about the word "welfare" and nothing diabolical about the word "corrections" – what should be the basis of cost-sharing in this field is the standard of care provided..."

"Ontario has made a sincere effort to achieve a compromise in its legislation between what has come to be known as the "legal" approach to the young offender and what is called the "welfare" approach, because it recognizes the dangers of excess emphasis on either approach... surely our system, which we believe is best described as taking a "correctional" approach, should not suffer financially for this reason..."

"... Whatever the reasons underlying the (Federal Government's) 1969 decision, its message in short was "transfer the operation of your training schools to your welfare authority if you wish to have costs shared under the Canada Assistance Plan – and indeed some provinces chose to do so. Ontario did not; the quality of our programs and our ability to meet the objectives of the Canada Assistance Plan were not in question, and indeed we were, and are meeting these objectives at least as thoroughly as any programs under the aegis of provincial welfare departments... The present situation (under which Ontario is denied funds under the Canada Assistance Plan) ... we consider to be unjust and discriminatory, and should be changed..."

Complete texts of Mr. Apps' statements are available from the Ministry's Information Branch.



# Probation Volunteers... help from concerned citizens

"Volunteers have the time to become totally involved with their clients," says David L'Espérance, Coordinator of Probation Volunteers (adult) for Metropolitan Toronto, "and Probation Services is benefiting from their involvement. At the same time volunteers are gaining personal satisfaction and a feeling of achievement."

Mrs. Sydney Woollcombe, a volunteer since 1970, is agreeing with this when she expresses the opinion that "a volunteer has much more time to give an individual case than an officer with a large caseload."

Doug Ball, a volunteer for over two years, views the program as "a needful and meaningful way to be of benefit to society."

**H**OWEVER the individual volunteer sees himself, the program is successful and is continuing to expand. In a field that is relatively new, it is one of the oldest correctional volunteer programs in Canada, having started in 1966.

The Downtown Rotary Club initiated the project when a group of Rotarians who were interested in the supervision of probationers offered their services to the Probation Service in Toronto. Thus a new dimension was added to Ontario's Probation Services. The present program is the outcome of that original group of 25.

David L'Espérance was appointed Coordinator of the program in January, 1970, and one of his early tasks was to draw up criteria for the selection of suitable volunteers and to provide an adequate training program.

Probation volunteers play a dual role, that of friend/counselor and that of enforcer/supervisor, and candidates should be warm, integrated persons, or as David says, "We need, in the words of Carl Rogers, clinical psychologist, 'the integrated person whose guts, head and actions are all in harmony.'" A volunteer should also be highly motivated to work with a person who may have what seems an insurmountable number of problems – and be able to stick with it."

"The idea that only so-called 'professionals' can do the job is wrong," says Probation Officer Hugh Osler, who works out of the Old City Hall office. "Volunteers are good at finding jobs for their clients and at getting them back into school. They have a much more personal relationship – 'this is their person' sort of thing – than is possible for an officer who is supervising a heavy caseload."

## Criteria for New Volunteers

### SCREENING

Screening includes the following:

- Interview with Program Coordinator and Court tour
- Completion of application form which asks for written references and permission to run a police check
- Interview with Senior Volunteer
- References and record checked
- Three two-hour group training sessions which cannot be missed

In general, of four candidates who make initial appointments, only one is eventually assigned a probationer.

### TRAINING

Training – about 10 hours invested in each candidate – touches on the areas of probation concerning volunteers:

- History and philosophy of probation
- History and philosophy of voluntarism
- Basic discussion of the law concerning probation and probation orders
- Basic discussion of casework
- Formal lecture on casework
- A casework training file about a probationer
- A court tour
- One or more interviews with the Project Coordinator

Once the volunteer is assigned a client, he works in one of two ways: either on his own, on a one-to-one basis, reporting to the coordinator, or under the supervision of a probation officer in the field who in turn reports to the coordinator.

Sydney Woollcombe works alone. She knows that she can call on David for assistance at any time, but she enjoys the freedom of being on her own and feels that both as a volunteer and as a 'loner' she can sometimes use options not available to officers.

"When my present client came out of Vanier I saw her two or three times a week. Now that she's had a job and has the responsibilities of an apartment, I see her a couple of times a month and talk to her by phone in between."

Mrs. Woollcombe was involved to a lesser extent with juveniles on probation through the Toronto Junior League of which she was a Board Member, and she attended a general course on criminal justice sponsored by the League. She also served on the Anglican Correctional Services Committee for several years.

"I feel that I have benefited personally from my contact with the corrections field and I'm sure it's been good for my own kids to become aware that there are people who have problems so enormous that they can't cope by themselves."

**M**UCH newer to the volunteer field is John Mepstead, an investigator for a law firm whose job takes him into Court quite often and who began to feel he had something to offer those he saw in trouble. As a volunteer of three months he's enjoying his role and feels that as a 'non-official' person he can get close to his client.

Secretary to the Project, Susan Worton, began as a volunteer, but she now handles enquiries from prospective volunteers and conducts the Court tour which is part of the training program. Susan is also secretary to the John Augustus Society, a voluntary agency committed to fostering the development of Volunteer Programs in Probation. Once a volunteer has been assigned to a probationer, the relationship is expected to continue until the end of the probation order, which in some instances may be as long as two years.

"This is a long time in anyone's life," says David, "and as I see it, if it's going to be a successful relationship, methodology must come second to personality. Above all, I look for a strongly-motivated, caring person."

So far, there are approximately 90 volunteers in the Project, and the number is growing. They are part of an expanding force of some 1500 volunteers now involved in the Ministry.

According to Bob Fox, Coordinator, Volunteer Programs Branch, the use of volunteers has developed slowly over the years, during which many of the lessons of how to harness volunteers effectively were learned – lessons which have had application in other programs.

Special identification cards will be provided this year, giving volunteers an official status within the Ministry which will be readily identifiable by Court officials and others.



Hugh Osler, Probation/Parole Officer, chats with volunteer John Mepstead, Project Coordinator, David L'Espérance, volunteer, Doug Ball, and volunteer and Project Secretary, Susan Worton.



# Home is a Farmhouse

Five boys come dashing into the kitchen to express their pleasure at being home after an early morning hockey practice. A freshly baked cake, still steaming, invites their gaze, but it's to be kept for later. One boy is asked if he will make hot chocolate for the group, and the rest settle down at the large kitchen table to chatter and to wait.

It's Sunday morning and Mr. and Mrs. Arnold Leeder are planning the rest of the day around activities in which everyone will participate. An expedition round the lake is suggested, but it is snowing heavily. Mrs. Leeder thinks that indoor games and a big fire are what's needed.

The Leeders have been working with troubled young people for about ten years, and their home was one of the first to be put into operation under the Ministry's Group Home Program. It is a large comfortable farmhouse near Sharon, Ontario, with accommodation for up to eight boys.

Arnold Leeder was a police sergeant until his recent retirement and both he and his wife feel that his police background is good for the boys because most of them had developed a poor image of the police.

The Leeder home, originally accepting boys and girls of various ages from the Children's Aid Society, is now under contract to the Ministry. As Mrs. Leeder came in contact with pre-adolescent boys, mostly from White Oaks, she found she worked best with this age group and asked to stay with them.

"It gives my husband and me a longer time to work with the boys, which increases our chance of succeeding with each one. We want to make a home for these young kids, not to run a boarding house."

Mrs. Leeder also likes being under contract as it assures a certain amount of income and she feels that her long-range planning for the boys is now well-organized as a result.

"Ninety percent of the hard work is physical – the cooking, the laundry, the cleaning. But I have paid help now, and my sister ('Auntie Audrey' to the boys), whose farm is on the



Mrs. Arnold Leeder plans Sunday activities with some of the boys in her group home.

other side of the highway, comes in one day a week to bake, in addition to what I do myself."

Of the Leeder's own children, one daughter, MaryAnn, decided on a career in social work, but after a social welfare course at Seneca College and one year of an MSW program at York University she became impatient to be on the practical end of things. She now runs a second group home which her parents opened, and plans to marry soon and run the home with her husband, Scott Stevenson, under the auspices of Community and Social Services.

Mrs. Leeder finds that most youngsters will phone her after they return to their own community. "How often depends on the individual need."

One area that gives Mrs. Leeder concern is the need for more work to be done with the family. "The boys have grown up and done a lot of adjusting while they are away from home, and there is no point in putting them back into the same environment. I'd also like some sort of follow-up report," she says. "I'd like to know how the kids are getting along once they leave here."

At the table the boys plan their afternoon's activities and try to come to an agreement about staying indoors or venturing out in the snowstorm. Lunch will soon be ready and everyone is hungry.



## Cooperation with OPP grows

Supt. Earl Martin of Quinte Regional Detention Centre, only needed a 5 lb. test line on a spinning reel to land the 15 lb. 14 oz. lake trout that adorns his office wall. That was at Loughboro Lake on August 22, 1958. Today, to 'land' a suspect, his friend and neighbour Staff Sergeant Frank Farrell, who heads the OPP District 09-12 (Napanee) detachment, has at his fingertips the electronic wizardry of the CPIC (Canadian Police Information Centre)

system. In a recent trial run which had the blessing of the Ontario Police Commission, the two men cooperated to alert local police forces across Ontario as to the whereabouts of Quinte's Temporary Absence pass-holders and any conditions attached to the leaves of absence.

Mr. Al Lovlin, Director of Planning and Research for the Ontario Police Commission, says "This is just a beginning. Talks are proceeding, both

within Ontario's Justice Policy Field and at the Federal level, to establish the basis on which allied jurisdictions may participate in the service."

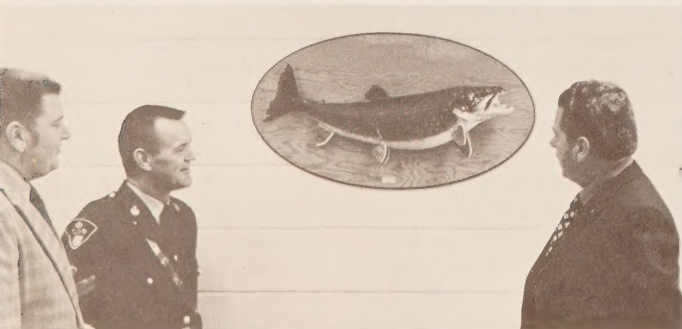
The transmission of identification photographs, fingerprints and voice-prints is just around the corner, awaiting national

policy and budgetary approval. A microfilm retrieval unit and television and facsimile scanning can all be hooked into the system. "It's just a question of determining national priorities" Mr. Lovlin believes.

Currently only police forces at the 400 terminals across Canada can access the Ottawa data bank. A proposal has been advanced for the placement of "narrative-only" terminals to give readouts in federal penitentiaries and provincial institutions. An alternative proposal sees merit in institutional superintendents entering escapee, returnee, T.A.P. and parole data directly into the system through type-and-read terminals, but such units would have to be secured on a round-the-clock basis.

Meanwhile, cooperation such as that now existing between Ontario's correctional institutions and the OPP is expected to be extended.

National holidays, involving as they do mail overloads and delays, are likely to prove fruitful test periods for further experiments of the Quinte type.



Supt. Earl Martin (right), Staff-Sgt. Frank Farrell, OPP, and Dep. Supt. Gary Preston get together to hear Earl's famous fishing story at Quinte R.D.C.



# Preparing Men for Work and Leisure

The inmate playing the role of the employer looked up at the inmate pretending to be applying for a job.

"I note on your application that you have a 14-month gap between jobs. How do you explain this?"

"My truck wouldn't start," says the job applicant.

This lame reply recently brought roars of laughter from nine other inmates at Mimico Correctional Centre listening to the simulated job interview which was part of a special pre-release program.

Known as Project P.R.E.P. (Pre-release Employment Planning), the pilot project is aimed at preparing inmates to meet the practical problems of finding and keeping a job, and teaching them how to use their leisure time constructively.

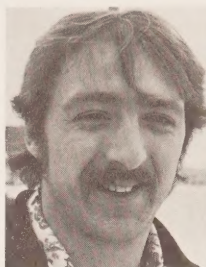
Explains Head Teacher Richard Mills: "Many inmates lack verbal communication skills. They don't know how to handle themselves in a job interview, especially when they're asked embarrassing questions."

To help them, group interaction including a lot of role playing, discussion and comment are built into

the six-week course. Inmates play the roles of employer and job applicant and the exchanges are video-taped. During playback, the other inmates join Richard in pointing out to the 'applicant' where he made mistakes in the way he conducted himself.



Richard Mills



Rod Botterill

Newspapers are searched for job offers that give the inmates practice in preparing written applications. On-the-job problem-solving, e.g., asking for a raise, what to do when a fellow employee is not pulling his weight, are discussed along with alternative ways of handling them. Job safety and workers rights with reference to the Human Rights Code, the Labour Relations Act and job applications, are also examined.

Afternoons are spent with Recreation Officer Rod Botterill who attempts to teach the inmates how to use their leisure hours. This involves rejuvenating old interests or helping them to develop new ones.

Rod tries to teach each inmate three or four new skills; they may range from how to serve a tennis ball to the basics of bridge playing. Topics by guest speakers have included drama, photography, community recreation programs and first aid.

Rod says that sports with a lot of social intermingling such as curling and bowling help inmates who tend to be loners: "They learn to overcome their fear of group activities. Some become quite outgoing by the time the course is over."

Field trips are also taken to the Science Centre, museum, etc. — places where an inmate might take his wife and children later.

Inmates in the program share a dormitory, part of which is converted into a classroom. Living and training together creates a sense of comradeship and they often help one another with problems and projects.

## TV programs produced at OCI

"Ready on camera two . . . cue the floor director . . . roll tape . . . take camera two." Similar directions are heard daily in any commercial television studio. But recently the director, production crew and talent involved in producing a number of TV programs have all been residents of two correctional institutions, Brampton Adult Training Centre and the Ontario Correctional Institute.

The programs are part of a series being produced as a joint project of the Ontario Educational Communications Authority and this Ministry using the studio at O.C.I. in Brampton.

Anna Prodanou, Project Officer with OECA, had worked in the past with teachers and high school students but this was her first experience in a correctional setting. Last November Anna and three other members of the OECA Utilization Branch conducted a two-day production workshop for the crew of selected residents to familiarize them with basic knowledge and procedures for the planning of a simple television production.

The project has involved 15 residents in the production of video tapes for use in the Life Skills Program offered to inmates in our adult institu-

tions. The tapes focus on the 'World of Work' course developed by Mimico C.C. teacher Richard Mills and William Tilden, formerly a teacher at Vanier, now Assistant Education Advisor.

O.C.I.'s Media Director Jim Walker says the project will result in production of a number of short programs dealing with such topics as job interviews, the rights of the worker, and bonding. Formats will vary and will include group discussions, role-playing, and guest speakers.

The completed tapes will be edited and dubbed by OECA for distribution to adult institutions across the province.

## the book cart

by tom anderson, chief librarian

The use of volunteers in our institutions has expanded in recent years and we can be certain that this aspect of our work will continue and increase in scope. The Main Office Library has a number of books on the subject of volunteers, and I would like to draw your attention to two of these.

"The Volunteer Community; Creative Use of Human Resources," by Eva Schindler-Rainman and Ronald Lippitt. This is a general treatment of the subject and it includes useful chapters on the motivation of volunteers, their recruitment and orientation, and their training while on the job. Not only volunteers need training, however, and one chapter of this book is devoted to the training of trainers, that is,

those people who will be responsible for guiding and advising the volunteers.

Another book specifically dealing with volunteers in corrections is entitled, "Guidelines and Standard for the Use of Volunteers in Correctional Programs," by Ivan H. Scheier and Mary Louise Cox. Some of the areas covered are similar to those in the "Volunteer Community;" for example, there is a chapter "Why Volunteers Volunteer."

Turning briefly from volunteers for a moment, I would like to draw attention to a rather interesting book entitled, "The Human Cage: A Brief History of Prison Architecture," by Norman Johnson, which the Library has recently added to its stock. This is quite a short work of about 70 pages and is well illustrated. It would give any staff member some idea of why prisons have developed the way they have throughout their history.



## CORRECTIONAL BRIEFS

■ A four-week interchange of staff with the **Ontario Provincial Police** was launched on January 14, 1974. The pilot project was aimed at providing staff from our Ministry and the Ministry of the Solicitor General with an opportunity to gain a broader perspective of the criminal justice system. Ministry staff who participated were : **Pembroke Jail Supt. Tom Chambers; Hillcrest School Supt. Joe Slaven; Supervising Probation/Parole Officer Don Page; Guelph Jail Supt. Bob Nash; Staff Development Officer Don Evans; and Barrie Jail Supt. Doug Westland.** The six senior OPP Officers included a Staff Sergeant, four Inspectors and a Chief Inspector.

■ Inmates in four northern jails are now able to take part in the basic academic upgrading and Life Skills program provided at **North Bay Jail**. Launched last August, the program is conducted by teachers from **Canadore College of Applied Arts and Technology**. Participants are inmates serving sentences of from 60 to 90 days who are in need of basic skills in writing, reading, vocabulary and pronunciation, etc. The Life Skills part of the course involves how to apply for a job, employment interviews, consumer education and discussion of various other topics. The teachers come into the jail two afternoons a week and offer group and individual help to inmates. Suitable candidates from the **Parry Sound, Sudbury, Haileybury and Sault Ste. Marie Jails** may now be transferred to the North Bay program which has been enthusiastically supported by **Supt. Tony Celentano**: "I think it's terrific," he says. "It gives the inmates something constructive to do in a jail setting where there are limited activities. I'd like to see the other jails make full use of the program."

■ When **Dennis Arsenault** was appointed **Senior Probation/Parole Officer** in our **Timmins** office, it meant leaving an area where he was highly respected as a probation officer and was co-founder of a volunteer family services program. In appreciation of his contribution to their community the citizens of Sturgeon Falls held a "Dennis Arsenault Day." The local newspaper, *The Tribune*, added this editorial salute: "Thank you, Dennis, for being a friend of the lonely, the children who come to court from broken homes, of people in trouble."

■ **St. Joseph's School** in Alfred, which has been purchased by the Ministry and will become a regional training school, has been renamed **Champlain School**, or, in French: **École Champlain**.

■ A two-day conference on Native Studies and Corrections was held for selected Ministry staff at **Trent University**, Peterborough, in early February. The conference, proposed by **Dr. Ken Beck, Regional Administrator, Juveniles, Eastern**, was being planned and coordinated by the **Staff Training and Development Branch** in cooperation with **Dr. Walter Currie, Chairman of the Department of Native Studies** and his staff at Trent. Dr. Currie visited various training schools to meet with children, staff and superintendents and to familiarize himself with particular problems and issues related to Native wards in our schools. Delegates were also asked to submit items for workshop discussions. In order to maximize the exposure to ideas brought out at the Conference, participants were assigned, upon return to their institutions, to involve other staff in orientation and training sessions aided by material supplied at the Conference.

**THE LIGHTER SIDE:** Some staff who live in Southern Ontario never learn to avoid weather put-downs by their colleagues up north. Take the Main Office employee who was basking in the mild Toronto weather when he received a telephone call from **Kenora Jail Supt. Bill Goss**. Setting himself up nicely, the guy commented on the severity of the 21-degrees below zero weather in Kenora. "Yes," drawled Bill, "three degrees colder and we'll have to cover our tomato plants."



"AH CAPTAIN, SIR. THAT... AH... 'SUGAR' YOU PUT ON YOUR CEREAL. IT... AH... SELLS FOR SIXTY BUCKS AN OUNCE!"



# Staff

who . . . what . . . where . . .

(Reported by Personnel Branch as of January 7, 1974—omissions will be included in the next edition).

## PROMOTIONS

### MAIN OFFICE

**M. Beavan**, Sr., Sec. 2, Dep. Min. to Pers. Admin. 1, Personnel  
**D. Benninger**, Pers. Admin. 2 to Pers. Admin. 3, Personnel  
**G. Bond**, Exec. Off. 1 to Exec. Off. 2, Inmate Records  
**C. E. Bradley**, Rehab. Off. 3 to PO3, Probation  
**R. K. Glass**, Exec. Off. 2, Juv. East to Tr. Sch. Supt. 2, Portage Lake  
**P. T. MacKenzie**, Sec. 4 Acct. to Sec. 5, Manag. Data  
**P. Malcolm**, Clk. 4 Gen. to Clk. 5 Gen., Central Fac.  
**P. G. McKenna**, Pers. Admin. 2 to Pers. Admin. 3, Personnel  
**J. L. O'Sullivan**, Rehab. Off. to PO3, Probation

### CENTRAL Adult Division

**J. Adamson**, CO2, Brampton ATC to CO4, Guelph CC  
**G. L. Allison**, CO2, AGB Clinic to CO3, OCI Brampton  
**M. Boomsma**, Cook 4 to CO4, Brampton ATC  
**B. Bortkiewicz**, Clk. Steno. 2, AGB Clinics to Sec. 3, OCI Brampton  
**I. Brlek**, CO3, Toronto Jail to CO4, OCI Brampton  
**J. Couper**, CO3 Act. to CO3, Toronto Jail  
**H. M. Ellard**, CO2, AGB Clinic to CO3, OCI Brampton  
**S. Garrett**, CO5 to CO6, Toronto Jail  
**R. Graydon**, CO5, Mimico CC to CO6, Guelph CC  
**G. R. Hart**, CO2, AGB Clinic to Elect. Tech. 1, OCI Brampton  
**J. Hurley**, Clk. Steno. 2, AGB Clinic to Clk. 3 Gen., OCI Brampton  
**P. Lee**, Cook 2 to Cook 3, OCI Brampton  
**M. J. MacSween**, Soc. Wk. Sup. 1, AGB Clinic to Soc. Wk. Sup. 3, OCI Brampton  
**P. T. Mulhern**, CO7 to Asst. Supt., Toronto Jail  
**R. A. Nuttall**, CO3 to CO4, Toronto Jail

**T. Pik**, Clk. Steno 2, AGB Clinic to Clk. Steno. 3, OCI Brampton  
**J. V. Ryan**, CO2, AGB Clinic to CO3, OCI Brampton  
**G. Scott**, Cook 2 to Cook 3, O.C.I. Brampton  
**P. D. Van Horne**, Rehab. Off. 1 to Rehab. Off. 2, Aftercare  
**P. C. Walcott**, CO2 to CO4, O.C.I. Brampton  
**S. W. Wray**, CO2, AGB Clinic to CO3, O.C.I. Brampton

### NORTHERN Adult Division

**D. N. Arsenault**, PO 2 to PO 3, Probation  
**A. P. Belhumer**, CO2 to Indust. Off 2, Monteith CC  
**I. W. Ellis**, Mtce Paint & Dec to Trade Inst. 3, Monteith CC  
**M. G. Hicklin**, Clk. Steno. 3 to Clk. Steno. 4, Burwash CC  
**P. E. Hodgins**, Clk. Typ. 2 to Clk. Typ. 3, Monteith CC  
**J. L. Main**, Dep. Supt. 2, Burwash CC to Reform Supt. 2, Mimico CC  
**J. C. Moclair**, Asst. Supt. to Dep. Supt. 1, Monteith CC  
**A. Norris**, Agr. Worker 1, to Agr. Wkr. 3, Thunder Bay CC

### EASTERN Adult Division

**K. Connolly**, PO2 to PO3, Probation  
**F. R. Kaar**, CO5 to CO6, Rideau CC  
**K. W. Leak**, CO3 to CO4, Whitby Jail  
**A. T. Thompson**, CO3 to CO4, Whitby Jail  
**E. Thornton**, CO3 to CO4, Ottawa-Carleton RDC

### EASTERN Juvenile Division

**D. V. Beales**, Sup. Juv. 2 to Sup. Juv. 3, Pine Ridge  
**H. G. Cooley**, Clk. 4 Gen., Brookside to Bursar 4, Pine Ridge  
**A. H. Evans**, CO2 Peterborough to Sup. Juv. 3, Kawartha Lakes  
**R. A. Mogge**, Asst. Supt. Kawartha Lakes to PO 2, Probation  
**R. J. Rowe**, Sup. Juv. 2 to Sup. Juv. 3, Pine Ridge

### WESTERN Adult Division

**M. P. Alexander**, Clk 3 Gen. to Dental Asst., Oakville R & A C  
**J. Bostock**, CO2, Welland Jail to CO3, Orangeville Jail  
**R. Dunn**, CO2, St. Catharines Jail to CO4, Niagara R.D.C.  
**M. Fulcher**, Cook 3, St. Catharines Jail to Cook 4, Niagara R.D.C.

**L. Girard**, CO2, Windsor Jail to CO3, Guelph Jail  
**G. L. Hilton**, CO3, St. Catharines Jail to CO4, Niagara R.D.C.  
**R. I. Johnstone**, CO2, Stratford Jail to CO3, Owen Sound Jail  
**B. R. Labadie**, CO2 to CO3, Chatham Jail  
**J. Meisner**, CO3 to CO4, Kitchener Jail  
**A. W. Murdoch**, CO3 to CO4, Kitchener Jail  
**G. T. Scott**, CO2 to Indust. Off. 1, Guelph CC  
**W. F. Schneider**, CO4, Windsor Jail to CO5, Mimico C.C.  
**E. E. Stevenson**, CO1, St. Catharines Jail to CO4, Niagara RDC

### WESTERN Juvenile Division

**D. F. Berry**, Sup. Juv. 2, Sprucedale to Sup. Juv. 4, Grandview  
**H. Brees**, Clk. 2 Gen. to Clk. 3 Gen., Hillcrest  
**M. Cedrone**, Bldg. Cln., Elmcrest to Ldry. Wkr 1, Oakville R & A C.  
**S. Colonello**, Sup. Juv. 2 to Sup. Juv. 3, Oakville R & A C.  
**I. K. Cooke**, Mtce. Mech. 3 to Mtce. Frm, Oakville R & A C  
**D. K. Fleming**, Sup. Juv. 2 to Sup. Juv. 4, Grandview  
**R. W. Hosack**, Sup. Juv. 2 to Sup. Juv. 3, Glendale  
**C. Houston**, Clk. 3 Gen. to Clk. 4 Gen., Hillcrest  
**G. B. McGrath**, Nurse 3 Gen., Elmcrest to Nurse 3 Gen., Brampton ATC  
**H. J. Van Trigt**, Sup. Juv. 2 to Sup. Juv. 3, Sprucedale  
**R. C. Wheaton**, Sup. Juv. 2 to Sup. Juv. 3, Sprucedale

## DEATHS

**J. A. Baldwin**, CO2, Quinte RDC  
**B. V. Lehtimaki**, CO2, Haileybury Jail

## RETIREMENTS

**F. W. Bernard**, CO2, Quinte RDC  
**J. T. Crowe**, CO3, Guelph Jail  
**W. Crowe**, Sec. 3, Probation  
**J. Dempster**, Stm. Plt. Eng. 3, Burwash CC  
**W. T. Dickie**, CO2, Burwash CC  
**E. A. Hall**, CO2, Burwash CC  
**H. Lennon**, Clk. 4 Supply, Glendale  
**E. K. Maxted**, Rehab. Off 3, Aftercare  
**D. F. Owens**, Clk 4 Gen., Burwash C.C.  
**C. Rodgers**, CO2, Kitchener Jail  
**E. Ryder**, Sec. 3, Probation  
**A. Susi**, Oper. 2 Micro. Sup., Main Office  
**M. Van Dyke**, Sup. Juv. 2, Pine Ridge

## Administrative trainees meet

Participants in the Correctional Administrators in Training program (C.A.T.'s) met in Toronto January 9th and 10th to review their progress in the pilot training scheme which the Ministry launched last June.

The Hon. C. J. S. Apps told the meeting that a second and similar career development program will begin this summer for 12 trainees, some of whom will be selected from the Planning & Support Division of the Ministry. Deputy Minister Don Sinclair announced that the Civil Service Commission has formally recognized the Correctional Administrators in Training program by establishing a new classification specifically for the trainees.

The C.A.T. program was recommended and initiated by the Ministry's Task Force on Staff Training and Development. The 11 trainees currently in the program were selected from

253 candidates nominated by their superintendents from among staff at juvenile and adult institutions.

A trainee remains for two years in the program, receiving a variety of working experiences planned in relation to his individual needs, in different branches and institutions. In cases where exceptional circumstances prevail a trainee may move into an acting or permanent post without completing the full two years.

Fred Du Cheneau is the first of the C.A.T. trainees to assume a post as acting supt. of

a jail as part of his training. Fred holds a B.S.W. from McMaster University and was a social worker at Toronto Jail prior to entering the C.A.T. program. He assumed the Supt's position at Cornwall upon the retirement of Frank Miller on January 31st.



Director of Staff Training and Development, Doug Mackey, and Gary Karn, Staff Development Officer, meet with some of the Correctional Administrators in Training at the 2-day workshop.